

## NAF PAY SYSTEM

## PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 13, 2003, were as follows: Average increases of 26 cents (3.4 percent) for Level 1 and 40 cents (4.0 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

## SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	82	8.37	11.41	7.01
CASHIER-CHECKER	429	7.68	10.47	7.01
CUSTOMER SERVICE ASST	21	8.59	12.34	7.55
OFFICE CASHIER	13	8.25	9.76	7.25
ACCOUNTING CLERK	12	8.52	10.50	8.00
RECREATION ATTENDANT	24	8.25	11.00	7.01
DESK CLERK	101	7.86	10.00	7.25
<b>NF - 2</b>				
STORE DETECTIVE	20	9.98	12.97	8.25
HEAD CUST SERVICE ASST	6	10.88	14.90	8.35
PAYROLL CLERK	4	13.21	14.42	12.02
SECRETARY	27	10.79	13.60	8.25
DATA ENTRY SPECIALIST	11	11.04	13.50	8.75
ACCOUNTING TECHNICIAN	56	11.01	13.66	9.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	48	10.72	15.65	8.85
EXECUTIVE SECRETARY	37	13.87	17.31	9.00
BOOKKEEPER	49	13.44	16.35	11.69

WAGE AREA : #043 Spokane, Washington  
 ORDER DATE : July 7, 2003  
 SURVEY : #018/025-37